

STATE OF MONTANA
DEPARTMENT OF JUSTICE
CENTRAL SERVICES DIVISION - HUMAN RESOURCE SERVICES
Scott-Hart Building, 302 North Roberts, Helena, Montana 59620-1404
PO Box 201404 Helena, Montana 59620-1404

Tim Fox
Attorney General



Telephone: (406) 444-1910
FAX: (406) 444-1887

July 18, 2013

Montana Department of Labor and Industry
Employment Relations Division
Attn: Kim Cobos, Data Manager
PO Box 1728
Helena MT 59624-1728

RECEIVED

JUL 29 2013

HUMAN RIGHTS BUREAU

RE: Response to Charge of Discrimination, Charge Number 0131016372

0131016371

Following is the Montana Department of Justice's (Respondent) response to the charge of discrimination, charge number 0131016372, filed by the petitioner, Glenn D. Quinell.

0131016371

The Montana Department of Justice is a public entity under the direction of the publicly elected Montana Attorney General. There are no organization owners.

PARTICULARS OF THE CHARGE (AND RESPONSE)

- A. During the summer of 2011, I reported discriminatory conduct by Respondent Hickethier, who was then an MHP Captain. I witnessed Hickethier committing what I understood, based on MHP training, to be sexual harassment of women while attending a law enforcement conference in Phoenix.

ANSWER: Conditional Admit. Mr. Quinell reported "unprofessional behavior" by Respondent Hickethier, but did not allege that Hickethier discriminated against or sexually harassed him. (ATTACHEMENT A)

- B. During the same conference, Hickethier made offensive sex-based insults about my wife, and my sexual relationship with my wife. During a seminar at the conference, Hickethier made offensive gender-based comments about a female speaker, the Attorney General for the State of Arizona.

ANSWER: Admit.

- C. During the same conference, Hickethier made race, national origin and ethnic based offensive comments. In one instance Hickethier ordered me to arrest suspects I believed might be illegally in the country regardless of whether the facts supported an offense for which a person could be arrested under Montana Law. ... in another incident Hickethier asked me what I had done the previous evening, since I had not been out socializing with his group. I told him I had dinner with some troopers from another state. He said, "Yeah, I saw. Guess once you go black you never go back." One of the individuals I had been with was black. Hickethier knows I have black relatives.

ANSWER: Admit.

- D. I reported the above conduct to my Sergeant, who reported it to my Captain, Captain Hilbert. Captain Hilbert reported this conduct to LTC Huseby, who asked me for a report, which I provided to him.

ANSWER: Admit.

- E. Despite being told this conduct would be investigated, I am unaware of the results of the investigation. I am aware that Lt. Colonel Huseby made comments questioning my truthfulness and integrity relating to my report.

ANSWER: Deny. An impartial investigation was conducted by Lt. Colonel Huseby, of the Montana Highway Patrol, resulting in formal discipline of Hickethier. (ATTACHMENT B)

- F. During the period in which I understood the matter was being investigated, Hickethier called me at home and asked me to "forgive and forget".

ANSWER: The Montana Department of Justice can neither admit nor deny this charge.

- G. Since the time of my report, Hickethier has been promoted twice, and now heads the MHP.

ANSWER: Admit.

- H. I have tested for promotion twice since Hickethier was promoted to Chief of MHP in January 2013. Each time I was passed over. The promotion process, which used to be transparent, is not transparent any more.

ANSWER: Deny. Mr. Quinnell has tested for promotion once under Colonel Tooley in December 2012 and once under Colonel Hickethier in May 2013. In neither instance was Mr. Quinnell "passed over" for promotion. During the December 2012 scored selection process, Mr. Quinnell placed 17th. There were 5 positions filled with this selection process (ATTACHMENT C). During the May 2013 scored selection process, Mr. Quinnell placed 11th. There were 6 positions filled with this selection process (ATTACHMENT D).

The promotion process consists of an employment validated Profile XT assessment overall match score weighted 25%; Peer Evaluations weighted 15%; Commanders Evaluations weighted 25%; and a panel Behavioral Based Interview weighted 35%. See ATTACHMENT E for Mr. Quinnell's scores in each phase for the December 2012 selection process and ATTACHMENT F for his scores in each phase of the May 2013 selection process.

Included in the Sergeants promotional process vacancy announcement was the selection process criteria to be used. (ATTACHMENT G and H) Since spring of 2013 it has been the practice of the Montana Department of Justice, Human Resource Services Bureau to offer to meet with applicants for internal postings to review their performance, provide feedback, and additional training as requested for the selection process. On June 19, 2013 all applicants for the May 2013 Sergeants promotional process were notified via email by the HR Business Partner to MHP that she and Lt. Colonel Watson were available for the feedback meetings at the request of the applicants. Mr. Quinnell responded that same day, requesting a meeting which will be scheduled. (ATTACHMENT I)

- I. I am well qualified for promotion. ... I have never been disciplined. ... I was told I scored in the top 5 candidates on both occasions after the Commanders' evaluation. To date, Respondents have provided me no feedback about how I scored on other segments of the process. Eleven sergeants have been promoted during the period in which I was passed over.

ANSWER: Conditional Admit. Mr. Quinnell has the qualifications necessary to meet the minimum qualifications for promotion to a Sergeant. His personnel file is free of formal discipline. Mr. Quinnell was tied for 5th on the Commanders' Evaluation phase of the December 2012 selection process and tied for 6th in the Commanders' Evaluation phase of the May 2013 selection process. There were 11 Troopers promoted to Sergeant during the two selection processes in which Mr. Quinnell participated and alleges retaliation.

- J. The first time I was passed over occurred on January 16, 2013. The second time I was passed over was on June 15, 2013. Since Hickethier was promoted to Chief, the criteria for promotions was changed several times. It now includes a test with a result classified as "sociability". I have been told that my scores on "sociability" have been interpreted to mean I scored low in this area, which might make "networking" difficult. "Networking" is the term used by Hickethier to describe whether the applicant is willing to go out and drink with Hickethier and others during out-of-town conferences and trainings. The baseline for comparison on this test was established by testing four persons who were recently promoted or offered promotions to Captain and who were hand-picked by MHP command staff, including Hickethier. Three of those four were persons who, as part of their duties, regularly accompanied Hickethier to conferences and trainings.

ANSWER: Deny. Mr. Quinnell was not "passed over" for promotion. He was not promoted because he was not among the most qualified and highest scoring applicants for the vacant positions.

The selection process for Sergeants was developed by Lt. Colonel Huseby and Majors Butler and Watson in consultation with the Montana Department of Justice's Human Resource Services Bureau the fall of 2012, under Colonel Tooley, and did not change during the time of these two selection processes (December 2012 – May 2013).

On the Profile XT, an employment validated assessment for job matching (ATTACHMENT J), Mr. Quinnell had an "Overall Job Match" of 81%, which includes both the Thinking Style match (74%) and Behavioral Traits match (95%). The only Behavioral Trait that Mr. Quinnell was outside the designated performance model (by one scale point) was Sociability. Sociability measures the tendency to be outgoing, people-oriented, and participate with others. The behavioral considerations for Mr. Quinnell's score indicate that he "may be slow to promote the benefits of teamwork and to involve the team in the discussions about how things will be done." Additional considerations indicate that "his willingness to work within a team environment is low. Discussions with him should explore the possibility that for Mr. Quinnell, the challenge of a cooperative climate may lead to frustration." (ATTACHMENT K)

The Performance Model was developed using candidates selected by Colonel Tooley and newly promoted Lt. Colonel Watson. Then Major Hickethier was not involved in the selection of the individuals to base the Performance Model or on the development of the selection process.

- K. In addition to the retaliation by refusing to consider me for promotion, Hickethier has engaged in a continuing practice and routine of attempting to embarrass me and humiliate me in public because I am not willing to participate in his partying and carousing, and a continuing practice of ostracizing me at MHP related events. While I have not been to any out of state conferences since the one in Phoenix, I have been told that the behavior I have reported continues.

ANSWER: Deny. Mr. Quinnell was fully considered as a candidate for promotion to Sergeant in both the December 2012 and May 2013 selection process.

- L. I attempted to file a grievance about the above-described conduct with my union under the Collective Bargaining Agreement (CBA), but my union representative has advised me that this is not covered by the CBA.

ANSWER: The Montana Department of Justice can neither admit nor deny this charge.

- M. Respondents have continued to tolerate, ratify, and encourage Hickethier's discriminatory conduct, which led to his retaliation against me.

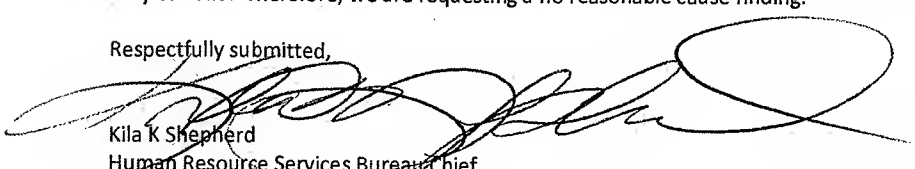
ANSWER: Deny. Then Major Hickethier was formally disciplined for his unprofessional behavior in September 2011 (ATTACHMENT L).

- N. Respondents have refused to stop Hickethier's conduct, and instead have ratified it, participated, and encouraged it. They have created adverse job conditions for me.

ANSWER: Deny. Then Major Hickethier was formally disciplined for his unprofessional behavior in September 2011 (ATTACHMENT L). There have been no further complaints about Colonel Hickethier's professionalism or allegations of discrimination or harassment.

The Montana Department of Justice maintains that Mr. Quinnell did not file a discrimination or harassment complaint against Respondent Hickethier in 2011, but rather a complaint of unprofessionalism. In addition Mr. Quinnell has failed to demonstrate a nexus between the complaint of unprofessionalism and retaliatory acts during the selection processes in December 2012 and May of 2013. Therefore, we are requesting a no reasonable cause finding.

Respectfully submitted,



Kila K. Shepherd
Human Resource Services Bureau Chief
Central Services Division

Attachments

Cc: Tim Fox, Montana Attorney General
Scott Darkenwald, MT Attorney General's Chief of Staff
Peter Funk, Department of Justice Attorney

Huseby, Butch

From: Quinnell, Glenn
Sent: Saturday, August 27, 2011 2:53 PM
To: Huseby, Butch
Subject: RE: Arizona

Lt Colonel. I will do my best to give the details accurately. I would first like to say I have a good deal of respect for what Captain Hickethier has done for the interdiction program and for the Patrol. That being said, I am disappointed with what I have observed and been exposed to during the recent trips I have made with the Captain.

My discomfort with the trip and being around Captain Hickethier started at the airport in Phoenix. As soon as he picked Trooper Muri and Myself up the "Antics" started. He would see women on the sidewalks and roll down our respective windows and suggest we ask them if they knew where to find the "Marriot" or some other location in an obvious attempt to get an introduction. I found this in poor taste. He told us that the night life was good in Phoenix. I knew then and there I would be avoiding going out with the group. Not that I have anything against a drink or a meal, but I have found it to be bad policy to party with my superiors. We had lunch and I went to my room and fell asleep, as I had begun my day at 0230 driving to the airport in Dickinson. After several calls I finally went over to the building that was hosting the training and had one beer with the group before returning to the hotel we were staying in.

The next day we all met and went to the training. The morning speakers were giving their presentation. Capt. Hickithier was sitting next to me at a large table. He turned to me and asked how much younger than me my wife was. I said 20 years. He looked at me and said "I'll bet she fucks you sideways". I was so taken aback I don't even remember my reply. I was upset but decided not to say anything about it at the time. After the training for the day ended we returned to the motel. Sergeant Mantooth, Troopers Muri and Fetterhoff, Captain Hickithier and Myself. Sergeant Mantooths uncle, an FBI special agent was in town and Kelly had plans for dinner with him. I told them I would just be going out for a bite then staying in to watch TV. About a half hour later Kelly called and said he and his uncle were having dinner in a steak house near where the shuttle dropped us for training and asked us to join them. I said I would. I then called Muri, Fetterhof and Capt. Hick. Muri and Fetterhof answered and said they would go along. Capt. Hick said he was busy so I told him where we were going and the rest of us left.

Kelly's uncle, whom I believe is named Steve, was telling war stories about his career. He was finishing up one that involved Immigration and Customs Enforcement when Capt. Hick arrived. We had ordered food but had not eaten yet. I started to tell Steve the difficulties we have with getting ICE to take suspects in our area when Capt Hick interrupted and stated that I was doing it wrong. He said we were to arrest them for whatever offense we stopped them for and hold them for ICE. He stated he had made arrangements with ICE in Helena and had been guaranteed that they would go anywhere in the state to get illegals. He further stated that he had sent out an email regarding that. I told him that certainly if I had an offense I could arrest for I would, but that I had called the number he had put out and had been declined more than once. I told him I could not arrest someone for a \$20 speed ticket. Case law is clear in Mt on that. He said I had to. I said again that I couldn't. Troy piped in at one point and said the same as me, that we had tried and ICE wouldn't come without more than just suspected illegal status. The exchange went back and forth a couple times and ~~he said "you'll do it or you'll be done doing this!"~~ About that time Steve looked at me and said, "Don't worry, your civil rights case will probably go OK". Everyone, including me, laughed. I wasn't taking it that serious at that point since we were off duty. At that point Captain Hick threw down some money, said "Im done with Quinnell" and left. Everyone just got quiet. I told Kelly, "This is why I don't socialize with co-workers, especially superiors." I excused myself and went back to my room. It was probably about 8 PM.

I didn't sleep much that night. The next day I could tell that Capt. Hick was still upset but he didn't say anything initially. Kelly pulled me aside and told me that Capt. Hickithier would be pulling me aside to talk later and to just let him have his say. During the first speakers session he pulled me out in to the lobby and said we needed to talk. He told me I needed to work on not being so Bullheaded. He also stated that I needed to read the emails I was sent and follow the procedures in them. I told him I believed I had. The night before when I got back to my room I double checked to make

sure I had the email. I did. I had been following the procedures ICE had put out with the associated numbers to be called. At no time did he admit to being any way at fault for the incident. After his reaction the night before I just let him talk and went back to the training.

That night I declined to go out and stayed at the hotel. Captain Hickthier asked me if I enjoyed being at these functions since I didn't go out. I told him point blank that I really wasn't much of a partier. I told him I was there for training. My vacations are spent with my family. I then went my own way. I had dinner with 3 South Carolina Troopers, one of whom happened to be Black. The next day Captain Hick badgered me about not going out, telling me I missed the "fun". He asked me what I did. I said, "I had dinner with some South Carolina guys." He said "Ya, we saw. I guess once you go black you never go back." I had no idea how to reply. And didn't. I couldn't tell if he was questioning my sexual orientation or was just being racist. Either way I found it to be a totally offensive and inappropriate comment.

That same morning during training a female Attorney from the Arizona AG's office was speaking to the group. She was obviously struggling with her weight. Captain Hickethier turned to me and said, "She is really good at her job. Won a ton of money in a lawsuit against the City of Phoenix for building the sidewalks to close to her ass." I don't know if anyone else heard the comment but he didn't say it very quietly. I didn't laugh or even smile. He said "cmon, ya gotta admit that's funny." He had used the line the day before in a more private setting and I really didn't find it that funny then. I told him so.

I know some of the other troops on the trip had experiences that they found amazing if not shocking regarding the Captains behavior. I will let them speak for themselves if they choose, but I know they told me of him being denied access to at least one club for his behavior.

There was an incident on a prior trip that I probably better mention as well. Two years ago I went to a HIDTA conference in Las Vegas. Again I went out for dinner the first night, had a couple drinks and went home. The next couple nights I stayed in. The last night I finally gave in and went along to a country night club called Stoneys that I had been wanting to visit. I was single at the time and figured what the heck. Things initially went well. It was Sergeant Moody, Trooper Fetterhof, myself and Captain Hickethier. I had a couple drinks then switched to straight coke. We found a table and I started dancing with a young lady I met at the bar. Eventually we all walked away and kind of did our own thing. A bit later Captain Hick grabbed me and said "Come on. We've got some business to handle." I followed him toward the table we had been at. It was occupied by several couples I did not know. Capt Hick said, "I told them they don't know who they are messing with. I told them we are Montana Troopers and they have our table." Long story short, Moody and Fetterhof got the Captain out of the area and I made peace with the people, apologizing for the incident. They made it very clear they were less than impressed with the incident and the agency as a whole if that was the way we conducted ourselves.

Sir, I am not a tattletale. I initially spoke of these incidents to Captain Hilbert and Sergeant Martin because they are leaders whom I trust and respect and it was eating me up. I do not crave attention and certainly wish that I was not in this situation. I try to treat those around me with respect and expect the same. I would prefer the image that other agencies have of us be one of professionalism.

Respectfully,

Trooper Glenn Quinell
MHP 206
Montana Highway Patrol
Detachment 511

"Service, Integrity, Respect"

From: Huseby, Butch
Sent: Friday, August 26, 2011 8:18 AM

To: Quinnell, Glenn
Subject: Arizona

Glenn,

Captain Hilbert notified me that you observed some behaviors in Captain Hickethier recently in Arizona that were not becoming of his position as a Captain. Please forward me an email with the particulars and I will look into the matter.

Thanks,

Lieutenant Colonel Butch Huseby
Deputy Chief
Montana Highway Patrol



"Service, Integrity, Respect"

Information from ESET NOD32 Antivirus, version of virus signature database 6412 (20110826)

The message was checked by ESET NOD32 Antivirus.

<http://www.eset.com>

Information from ESET NOD32 Antivirus, version of virus signature database 6419 (20110829)

The message was checked by ESET NOD32 Antivirus.

<http://www.eset.com>



MONTANA HIGHWAY PATROL

ATTACHMENT 15

MEMO

TO: Captain Kenton Hickethier

FROM: Lieutenant Colonel Butch Huseby *BT*

DATE: September 15, 2011

SUBJECT: Written Warning, violation of policy GR-1 (B-1., f.)

On August 27, 2011, I received a complaint on you from a subordinate in regard to several inappropriate comments you made to him while at the HIDTA Nationwide Domestic Highway Enforcement Meeting in Phoenix, Arizona, the week of August 16th, 2011. Specifically the comments were in regard to the age of Trooper Glenn Quiniell's spouse, a joke in regard to a female instructor's weight, and a comment about Trooper Quiniell having dinner with black troopers from North Carolina. On August 29th, 2011, I presented the complaint to you in your office and asked you to respond. On August 30, 2011, you responded to the complaint and took responsibility for the comments.

The comments you made are in violation of MHP policy GR-1 (B-1., f.). The policy specifically identifies that officers will treat supervisors, subordinates, and associates with respect and courtesy. Although this policy addresses all uniformed members of the Division it has an even higher level of meaning for command staff. Along with the responsibilities of a District Commander your position mandates that you project a professional image at all times. Your position demands that you demonstrate an example of courtesy and professionalism in your behavior and communications at all times. This situation revealed that you have not done so.

For these reasons, you are hereby warned that further violations of this policy may result in further disciplinary action, and could include termination of your employment with this agency. A copy of this letter will be placed in your personnel file.

You may provide a written response to this warning. If you choose to do so, your response will be included with this warning in your personnel file. You may also file a grievance in accordance with 3-0125, Montana Operations Manual.

(Your signature acknowledges you have had the opportunity to review this notice, not that you necessarily agree with it.)

Kenton Hickethier
Captain Kenton Hickethier

9/15/2011
DATE

Shepherd, Kila

From: Hickethier, Kent
Sent: Wednesday, June 12, 2013 7:40 PM
To: Butler, Tom; Watson, Greg; Moody, James; Grimes, Shane; Kitchin, James; Armstrong, Robert; Becker, Gary; Edgell, Keith; Hilbert, Edward; Lavin, Steve; Collins, Art; Bowers, Duane
Cc: Laakso, Karen; Skaalure, Kristi; Shepherd, Kila; Henderson, June; Bowser, Natalia
Subject: Sergeant Promotions

Sergeant Promotions:



Connor Smith: Training
Tony Beehler: Columbus
Eric Gilbert: Livingston
Joe Kinsey: Lewistown
Sean Finley: Libby
Troy Muri: Bakken

Larry Adorni and Jason Grover turned down the offered positions.....

LTC Butler and I will make the calls in the morning to the unsuccessful candidates.

Karen will put a message out to the field congratulating the new sergeants once we have completed our phone calls.

Thanks again to everyone with all the recent promotion cycles and raising the bar in how we promote our people.

Respectfully,
Hick

Colonel Kenton E. Hickethier
Montana Highway Patrol
Chief Administrator
2550 Prospect Avenue
Helena, MT 59620

Service, Integrity, Respect

Shepherd, Kila

From: Hickethier, Kent
Sent: Wednesday, January 23, 2013 8:25 PM
To: Shepherd, Kila; Henderson, June
Subject: FW: Sergeant Promotions

Ladies,
FYI.....thanks for everything you do!

Colonel Kenton E. Hickethier
Montana Highway Patrol
Chief Administrator
2550 Prospect Avenue
Helena, MT 59620

Service, Integrity, Respect

From: Hickethier, Kent
Sent: Wednesday, January 23, 2013 8:23 PM
To: Becker, Gary; Butler, Tom; Edgell, Keith; Grimes, Shane; Hilbert, Edward; Hildenstab, Jason; Kitchin, James; Moody, James; Sangray, Brad; Watson, Greg
Subject: Sergeant Promotions

Captain's,
Here are your new sergeants:

Helena	James Sanderson
Havre	Jason Wickum
Livingston	Derek Brown
Columbus	Ben Havron
Billings	Jon O'Neil

Traffic Safety Resource Supervisor (Reclassification)
Kurt Sager

Please have the selected troopers close out their chapter as a trooper and prepare them to take on their new roles. I would ask each of you to give them the next work cycle to do so.

This was a very competitive process with many others worthy of being a supervisor. Please encourage the unsuccessful applicants to continue with the next process.

We will be using the current promotion list for the next three sergeants after the three new captains are selected.

Lieutenant Colonel Watson and Major Butler will be notifying the rest of the troopers in the morning.

Please wait for the formal announcement from Karen Norris to the field before you visit with your troops. Additionally, I need to take the list to the Attorney General's Office for final approval.

Thanks for everything you do!

Hick

Colonel Kenton E. Hickethler
Montana Highway Patrol
Chief Administrator
2550 Prospect Avenue
Helena, MT 59620

Service, Integrity, Respect

ATTACHMENT E

DOUBLE CHECK INTERVIEW W/DATA ENTRY SCORES Last	First	Behavioral Assessment Points (100 points possible)	Behavioral Assessment Points x Percentage	Peer Evaluation Points (60 points possible)	Peer Evaluation Points x Percentage	Commanders' Committee Evaluation Points (30 points possible)	Commanders' Committee Evaluation x Percentage	Panel Interview and Letter of Interest/Resume Points (43 points possible)	Panel Interview * Percentage	Total Points out of 56.55 points possible	Total points converted to a percentage	Comments
[REDACTED]	[REDACTED]	91	22.75	59.75	8.96	29.60	7.40	36	12.60	51.71	91.4%	
[REDACTED]	[REDACTED]	88	22.00	59.66	8.95	28.20	7.05	35	12.25	50.25	88.9%	
[REDACTED]	[REDACTED]	93	23.25	53.20	7.98	25.60	6.40	35	12.25	49.88	88.2%	
[REDACTED]	[REDACTED]	87	21.75	47.00	7.05	27.20	6.80	36	12.60	48.20	85.2%	
[REDACTED]	[REDACTED]	78	19.50	57.60	8.64	27.60	6.90	34	11.90	46.94	83.0%	
[REDACTED]	[REDACTED]	81	20.25	50.00	7.50	27.60	6.90	34	11.90	46.55	82.3%	
[REDACTED]	[REDACTED]	87	21.75	49.00	7.35	25.80	6.45	31	10.85	46.40	82.1%	
[REDACTED]	[REDACTED]	87	21.75	47.33	7.10	28.60	7.15	28	9.80	45.80	81.0%	
[REDACTED]	[REDACTED]	89	22.25	54.67	8.20	26.60	6.65	21	7.35	44.45	78.6%	
[REDACTED]	[REDACTED]	74	18.50	50.00	7.50	27.60	6.90	33	11.55	44.45	78.6%	
[REDACTED]	[REDACTED]	76	19.00	56.67	8.50	27.80	6.95	26	9.10	43.55	77.0%	
[REDACTED]	[REDACTED]	90	22.50	40.50	6.08	28.80	7.20	22	7.70	43.48	76.9%	
[REDACTED]	[REDACTED]	91	22.75	48.80	7.32	25.40	6.35	20	7.00	43.42	76.8%	
[REDACTED]	[REDACTED]	87	21.75	44.83	6.72	26.20	6.55	22	7.70	42.72	75.6%	
[REDACTED]	[REDACTED]	85	21.25	42.25	6.34	28.20	7.05	23	8.05	42.69	75.5%	
[REDACTED]	[REDACTED]	69	17.25	55.25	8.29	28.80	7.20	28	9.80	42.54	75.2%	
[REDACTED]	[REDACTED]	81	20.25	44.75	6.71	28.60	7.15	24	8.40	42.51	75.2%	
[REDACTED]	Glen	91	22.75	45.00	6.75	23.40	5.85	20	7.00	42.35	74.9%	
[REDACTED]	[REDACTED]	81	20.25	48.40	7.26	25.60	6.40	24	8.40	42.31	74.8%	
[REDACTED]	[REDACTED]	63	15.75	43.00	6.45	27.00	6.75	38	13.30	42.25	74.7%	
[REDACTED]	[REDACTED]	84	21.00	48.40	7.26	23.20	5.80	21	7.35	41.41	73.2%	
[REDACTED]	[REDACTED]	87	21.75	42.25	6.34	27.60	6.90	18	6.30	41.29	73.0%	
[REDACTED]	[REDACTED]	78	19.50	49.67	7.45	26.00	6.50	20	7.00	40.45	71.5%	
[REDACTED]	[REDACTED]	81	20.25	41.50	6.23	26.40	6.60	21	7.35	40.43	71.5%	
[REDACTED]	[REDACTED]	87	21.75	39.40	5.91	26.20	6.55	14	4.90	39.11	69.2%	
[REDACTED]	[REDACTED]	82	20.50	44.25	6.64	25.00	6.25	16	5.60	38.99	68.9%	
[REDACTED]	[REDACTED]	85	21.25	40.50	6.08	25.20	6.30	15	5.25	38.88	68.7%	
[REDACTED]	[REDACTED]	67	16.75	51.00	7.65	25.00	6.25	23	8.05	38.70	68.4%	

[illegible]

ATTACHMENT F

MHP Sergeant Promotion Process 2013

Candidates	Raw Score	Weighted Score (25%)	Raw Score	Weighted Score (15%)	Raw Score	Weighted Score (25%)	Raw Score	Weighted Score (35%)	TOTAL
1 [REDACTED]	87	21.75	47.33	7.10	28.6	7.15	37	12.95	48.95
2 [REDACTED]	90	22.5	40.5	6.08	28.8	7.20	32	11.20	46.98
3 [REDACTED]	88	22	59.66	8.95	28.2	7.05	25	8.75	46.75
4 [REDACTED]	91	22.75	48.8	7.32	25.4	6.35	29	10.15	46.57
5 [REDACTED]	85	21.25	42.25	6.34	28.2	7.05	32	11.20	45.84
6 [REDACTED]	89	22.25	54.67	8.20	26.6	6.65	22	7.70	44.80
7 [REDACTED]	78	19.5	47.5	7.13	29.4	7.35	30	10.50	44.48
8 [REDACTED]	69	17.25	55.25	8.29	28.8	7.20	33	11.55	44.29
9 [REDACTED]	76	19	56.67	8.50	27.8	6.95	28	9.80	44.25
10 [REDACTED]	81	20.25	48.4	7.36	27	6.75	28	9.80	44.06
Quinnell [REDACTED]	81	20.25	44.75	6.71	28.6	7.15	28	9.80	43.91
[REDACTED]	88	22	53	7.95	27.4	6.85	19	6.65	43.45
[REDACTED]	91	22.75	45	6.75	23.4	5.85	23	8.05	43.40
[REDACTED]	79	19.75	48.83	7.32	27.4	6.85	26	9.10	43.02
[REDACTED]	89	22.25	32.75	4.91	24.8	6.20	27	9.45	42.81
[REDACTED]	82	20.5	44.25	6.64	25	6.25	26	9.10	42.49
[REDACTED]	71	17.75	47.83	7.17	28	7.00	30	10.50	42.42
[REDACTED]	75	18.75	44.75	6.71	27.8	6.95	28	9.80	42.21
[REDACTED]	81	20.25	41.5	6.23	26.4	6.60	26	9.10	42.18
[REDACTED]	84	21	48.4	7.26	23.2	5.80	23	8.05	42.11
[REDACTED]	63	15.75	55.75	8.36	29	7.25	30	10.50	41.86
[REDACTED]	73	18.25	56	8.40	27.8	6.95	23	8.05	41.65
[REDACTED]	67	16.75	51	7.65	25	6.25	31	10.85	41.50
[REDACTED]	87	21.75	44.83	6.72	26.6	6.65	18	6.30	41.42
[REDACTED]	85	21.25	40.5	6.08	25.2	6.30	21	7.35	40.98
[REDACTED]	73	18.25	50.25	7.54	27.6	6.90	22	7.70	40.39

68	17	44.33	5.65	26	6.50	29	10.15	40.80
79	19	47.25	7.09	26.8	6.70	19	5.65	40.19
68	17	38.67	5.80	28.8	7.20	29	10.15	40.15
63	15	43	6.45	27	6.75	28	9.80	38.75
92	23		0.00	28.4	7.10	21	7.35	37.45
74	18.5	35.75	5.36	23.2	5.80	20	7.00	36.66



MONTANA HIGHWAY PATROL

MEMO

TO: Lt. Col. Watson
Major Tom Butler
Major Kenton Hickethier
District Commanders
Troopers participating in the Promotional Process

FROM: Colonel Michael T. Tooley

DATE: November 24, 2012

SUBJECT: Promotional Process -- Highway Patrol Detachment Commanders

From the promotional announcement closing on November 23, 2012, the following candidates have applied for the Detachment Commander positions:

District I

Scott Bennett
Stephen Gaston
Richard Hader
Andrew Novak
Jeremiah Snider
Robert Strauch

District II

Jason Grover
Josef Kinsey

District III

Benjamin Havron
Brian Inman
Jeremy Rice
Conner Smith

District IV

Toman Baukema
Anton Beehler
Bill Bullock
Eric Gilbert
Joseph Hensley
Jason Hoppert
David Munson
John O'Neill
Brian Sampson

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District V

Troy Muri
Glenn Quinnell

District VI

James Hawkins
Robert Hensley
David Mills
Jerril Ren
James Sanderson

District VII

Derek Brown
Joshua Brown
Shawn Fowler
Cherie Lofton
Brandon Moore

District VIII

Joel Knutsen
Daniel Ohl
Jason Wickum

Headquarters

Larry Adorni
Kurt Sager

Listed below are the elements for this promotional process with the weight:

1. Behavioral Assessment – 25 percent
2. Peer Evaluation – 15 percent
3. Commanders' Committee Evaluation – 25 percent
4. Panel Interview and Letter of Interest/Resume – 35 percent

Please see the information below regarding special information, time frames, etc. associated with each phase.

Behavioral Assessment

Dates: Link to be received by candidates on or before Thursday, November 29, 2012.
Due Date: Candidates must complete this assessment **on or before noon on Tuesday, December 4, 2012.**
Note: This link will be sent to you via e-mail and will come from either June Henderson OR Joe Schopfer.

The instructions for this assessment will be contained in the link. You are allowed to utilize a calculator when you take this test.

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Peer Evaluation

Peers will be completing a peer evaluation on each candidate participating in the testing.

Dates: Link to be received by peers on November 27, 2012.

Due Date: Peers of each candidate must complete this assessment on or before noon on Tuesday, December 4, 2012.

Note: This link will be sent to peers via e-mail and will come from June Henderson.

Commanders' Committee Evaluation

Dates: Wednesday – Thursday, December 5 – 6, 2012 (begins 0900 hours on December 5)

Location: Headquarters

Involved: All District Commanders, Major Butler, Major Hickethier, and Lt. Col. Watson.

Note: As a District Commander, you will need to complete the Commanders' Committee Evaluation and narrative for Troopers under your command who are competing in the promotional process. These forms must be submitted electronically to Kristi by noon on **December 4, 2012**. The templates will be forwarded to Kristi for your completion.

Special note: A candidate's final Commanders' Committee Evaluation score must be **above 23 points** in order to continue in the process. Candidate scores of 23 points or below, will not be eligible to participate in the remaining phases of the promotional process.

Panel Interview AND Letter of Interest/Resume

Dates: Monday – Friday, December 10 – 14, 2012

Location: Headquarters

Note: The interview schedule will NOT be published until Friday, December 7, 2012. This will be sent via e-mail to those eligible for the interview.

Interviews will be scheduled on an hourly basis AND the candidates will be given a 15-minute preparation time to review the questions.

If you should have any questions or concerns regarding this process, please contact Lt. Col. Watson. Good luck to you as you continue in the selection process.

MTT/kms

cc June Henderson
Kila Shepherd



ATTACHMENT H

Human Resource Services
Memorandum

DATE: April 3, 2013
TO: MHP Troopers
FROM: June Henderson, HR Generalist to MHP
SUBJECT: Sergeant Promotions

Montana Highway Patrol Division is currently recruiting internally for three vacant Sergeant's positions, locations to be announced at a later date. If you participated in the Sergeant testing pool at the end of 2012, we will be using the scores from the Letter of Interest, Resume, and Profile XT. The Peer Evaluations will also be used, unless you notify me to the changes in your detachment.

Individuals who are currently eligible but not in the December 2012 pool are being allowed to enter the selection process. For those individuals who are interested, please submit your Letter of Interest and Resume via email to jhenderson@mt.gov to the attention of Lieutenant Colonel Watson. Closing date for the submission of the letters of interest is midnight, Wednesday, April 17, 2013. New individuals will be given the Profile XT and both Peer and Commander's Evaluations will take place.

Every candidate testing will interview and feedback will be provided to the unsuccessful candidates requesting it, after the testing is completed.

If a Sergeant position opens up in the next six months, this testing pool and newly eligible Troopers will be considered for that position. That process will not allow everyone that tests to participate in the interview process.

If you have any questions, please feel free to contact me at the email above or by phone at 444.2039.

Attachment I

Shepherd, Kila

From: Henderson, June
Sent: Monday, July 22, 2013 11:17 AM
To: Shepherd, Kila
Subject: FW: Sgt. Promotion Process Feedback

From: Quinnell, Glenn
Sent: Wednesday, June 19, 2013 1:02 PM
To: Henderson, June
Subject: RE: Sgt. Promotion Process Feedback

I would like an appointment.

From: Henderson, June
Sent: Wednesday, June 19, 2013 1:00 PM
To: Adorni, Lawrence; Brown, Joshua; Ohi, Daniel; Quinnell, Glenn; Downs, Stephen; Bullock, Bill; Gaston, Stephen; Smalley, Shawn; Sampson, Brian; Schneider, James; Strauch, Robert; Inman, Brian; Snider, Jeremiah; Fowler, Shawn; Lofton, Cherie; Bennett, Scott; Hensley, Robert; Novak, Andrew; Hensley, Joseph; Salois, Richard; Ren, Jerril; Knutsen, Joel; Munson, David; Oliverson, Dave; Moore, Brandon
Cc: Watson, Greg
Subject: Sgt. Promotion Process Feedback

Good Afternoon-

LTC Watson and myself are curious as to who would like feedback from the promotion process so we can get those on the schedule. Please respond to me via email if you are interested in setting up a time. Thanks.

June Henderson

Human Resources Generalist
Human Resource Services
Central Services Division
303 N Roberts, Helena MT, 59602

